

SUBCHAPTER 530

PAY RATES AND SYSTEMS (GENERAL)

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SUBCHAPTER 530

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References: (a) Chapter 53 of title 5, United States Code
(b) Title 5, Code of Federal Regulations, Part 530, “Pay Rates and Systems (General)”
(c) Title 38, United States Code

A. PURPOSE

This Subchapter implements DoD policy concerning “Pay Rates and Systems (General)” under Chapter 53 of 5 U.S.C. and 5 CFR 530 (references (a) and (b), respectively).

B. SPECIAL SALARY RATE SCHEDULES

1. **Annual Review.** Within the Department of Defense, the Civilian Personnel Management Service, Wage-Setting Division, is designated the lead agency, under 5 CFR 530.304(d) (reference (b)), for coordinating the collection of relevant data for the annual review of special salary rate positions. The division will identify the required data and reporting requirements to comply with Office of Personnel Management regulations.

2. **Special Salary Rates Under Other Titles.** The Civilian Personnel Management Service has the delegated responsibility to set special salary rates for certain healthcare occupations under 38 U.S.C. 7455 (reference (c)). The requirements for requesting such special salary rates are identified in 38 U.S.C. 7544 (reference (c)).

3. **Voluntary Change to Lower Grade Between Special Salary Rate Positions.** When an employee in a special salary rate position requests a change to a lower-graded position covered by a different special salary rate schedule, the employee’s step in the lower-graded position must be determined without regard to either special salary rate. First, compare the employee’s current grade and step on the General Schedule (unadjusted by any locality pay) with the rate range of the lower grade on the General Schedule and determine the employee’s step using locally established pay-setting practices. After the employee’s step in the lower grade is determined on the General Schedule, the employee’s pay is set at the corresponding step on the special salary rate schedule.